



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-0009

REPLY TO
ATTENTION OF:

EAE0 (690)

AUG 08 2001

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy Letter # 2 -- Equal Employment Opportunity (EEO)

1. Purpose. Ensure U.S. civilian employees and applicants for employment are aware of their rights to work in an environment free of discriminatory practices.

2. Background. Title VII of the Civil Rights Act of 1964, Civil Rights Act of 1991, as amended, and Code of Federal Regulation (CFR) Part 1614, provides that discrimination based on race, color, religion, physical/mental handicap, national origin, age, sex, and reprisal is illegal.

3. Discussion.

a. Equal Employment Opportunity affects all employment practices, to include recruitment, hiring, promotion, training, awards, reductions-in-force, disciplinary actions, terminations, etc. Employees who believe that an employment decision was based on race, color, religion, sex (including sexual harassment), national origin, age, reprisal, or handicap are entitled to use established EEO complaint procedures and the chain of command without fear of coercion or intimidation. Managers and supervisors will cooperate with EEO officials in the responsibility of administratively processing complaints of discrimination. I am committed to resolving them fairly and promptly at the lowest possible level.

b. Equal Employment Opportunity and affirmative employment practices are not just attitudes that commanders and supervisors may or may not have; they are command requirements to which I am fully committed. These programs cannot work, however, without the total commitment of leaders throughout EUSA.

4. My goal is EEO for everyone.

DANIEL R. ZANINI
Lieutenant General, USA
Commanding